

I. Carroll County Schools Differentiated Pay Plan 2014-2015 (Required Section)

Directions: For each element of the district's differentiated pay plan, use the table below to provide a description of how the district will differentiate pay. The plan must include **at least one** of the elements listed below in the left-hand column, in addition to education and experience.

Many plans may include a combination of several elements; therefore, please add rows or repeat differentiated elements as needed. For example, the plan may include two different types of additional instructional roles. Also, please feel free to delete from the table or leave blank any differentiated elements that will not be used in your plan.

[Appendix B](#) of this document contains an example of each type of differentiated element. Please review that example prior to completing the table below.

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<i>Describe how the district will differentiate for this element.</i> <i>Include the criteria for receiving the award.</i>	<i>Will the compensation be given as a bonus or a base pay increase?</i> <i>How much will qualifying teachers receive?</i>	<i>Eligibility: How many teachers are eligible for this type of compensation?</i> <i>Forecasted participation: How many teachers do you estimate will receive the award?</i>	<i>How much does the district estimate it will pay out for this differentiated pay element?</i>	<i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i>
Hard-to-Staff (School, Subject, or Placement)	<i>The Carroll County School District will pay tuition for special education or career and technical education</i>	<i>The cost of the course work will be reimbursed to the employee upon proof of course completion. The</i>	<i>All currently employed teachers employed by the Carroll County School System will be eligible for this</i>	<i>The estimated total for this is \$5000.</i>	<i>Hard-to-Staff incentives make up slightly less than 1% (.008)</i>

	<p><i>teachers at a rate of one (1) three-hour course per year.</i></p> <p><i>The Carroll County Board will pay for one (1) course or a training class which will lead to Industry Certification per school year.</i></p> <p><i>The Carroll County Board of Education will pay the cost of Praxis test for any full-time teacher employed by the Carroll County Board of Education.</i></p>	<p><i>district will pay tuition for one (1) three-hour course per school year in a state or privately accredited college or university provided the teacher is enrolled in a program of study.</i></p> <p><i>The Board will reimburse the cost of the course upon proof of completion of the course.</i></p> <p><i>The Board will reimburse the employee upon proof of a passing score.</i></p>	<p><i>compensation.</i></p> <p><i>Teacher eligibility will be determined by the superintendent or his/her designee depending upon hard-to-staff criteria and district needs.</i></p> <p><i>Teacher eligibility will be determined by the superintendent or his/her designee depending upon hard-to-staff criteria and district needs</i></p>	<p><i>The estimated total for training leading to Industrial Certification is \$1000.</i></p> <p><i>The estimated total for passed Praxis test is \$500.</i></p>	<p><i>of the salary expenditures.</i></p>
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Performance					
Additional Instructional Roles or Responsibilities					
Education					
Experience					
Other	<i>The Carroll County Board will award all certified employees that meet the established criteria for outstanding attendance an equal share of funds. A full description of the exemplary attendance standards is attached.</i>	<i>The award will be given as a one-part bonus at the end of the school year.</i>	<i>All full time teachers and school level administrators are eligible to receive the award.</i>	<i>The district estimates a total of \$5133 to be awarded through the outstanding attendance incentive program.</i>	<i>This bonus program will make up approximately ½ of 1% of the salary expenditures.</i>

II. Salary Schedule (Required Section)

1. Please include below or attach a copy of the district's proposed 2014-15 salary schedule.

2014 – 2015 Carroll County School District Salary Schedule

Years	Bachelor	Masters	Master's + 30 sem. (45 qtr.)	EDS	PhD
0	\$34,340	\$36,930	\$38,930	\$39,510	\$41,575
1	35,475	38,100	40,075	40,665	42,160
2	35,515	38,125	40,105	40,695	42,190
3	35,565	38,170	40,165	40,735	42,865
4	35,835	38,510	40,475	41,070	43,760
5	36,175	38,935	40,910	41,435	44,665
6	36,555	39,335	41,325	42,235	45,890
7	36,915	39,745	41,705	43,140	46,860
8	37,285	40,150	42,650	44,425	48,290
9	37,635	41,010	43,570	45,390	49,335
10	37,990	41,205	43,765	45,575	49,515

<u>11</u>	38,380	42,095	44,710	46,550	50,570
<u>12</u>	38,740	42,275	44,885	46,750	50,785
<u>13</u>	39,090	43,195	45,855	47,750	51,880
<u>14</u>	39,470	43,405	46,045	47,940	52,065
<u>15</u>	39,850	44,330	47,020	48,975	53,185
<u>16</u>	39,850	44,330	47,020	48,975	53,185
<u>17</u>	40,345	45,105	47,840	49,840	54,145
<u>18</u>	40,345	45,105	47,840	49,840	54,145
<u>19</u>	41,020	45,885	48,680	50,725	55,140
<u>20</u>	41,020	45,885	48,680	50,725	55,140
<u>21</u>	41,020	45,885	48,680	50,725	55,140
<u>22</u>	41,020	45,885	48,680	50,725	55,140
<u>23</u>	41,020	45,885	48,680	50,725	55,140
<u>24</u>	41,020	45,885	48,680	50,725	55,140
<u>25</u>	40,410	45,205	47,955	50,725	55,140
<u>26</u>	40,410	45,205	47,955	50,725	55,140
<u>27</u>	40,410	45,205	47,955	50,725	55,140
<u>28</u>	40,410	45,205	47,955	50,725	55,140

<u>29</u>	40,410	45,205	47,955	50,725	55,140
<u>30</u>	40,410	45,205	47,955	50,725	55,140
<u>31</u>	40,410	45,205	47,955	50,725	55,140
<u>32</u>	40,410	45,205	47,955	50,725	55,140
<u>33</u>	40,410	45,205	47,955	50,725	55,140
<u>34</u>	40,410	45,205	47,955	50,725	55,140

- Describe how you will allocate any future state funding increases (i.e., FY13 1.5% increase in the BEP instructional component). Will increases be: 1) applied across-the-board, 2) allocated towards differentiated pay, or 3) a combination of both?

Carroll County Schools have tentative future plans to incorporate across-the board pay increases and to allocate funds toward differentiated pay methods both. The implementation of such plans will be dependent upon funding from the state and local levels.

III. Eligibility and Stakeholder Engagement (Optional Section)

While this section is optional, the information provided will help the department to be able to provide continued support and assistance to districts in implementing their differentiated pay plans.

- Provide a list of eligibility rules (i.e., attendance requirements, retirement or transfer policies, etc.) for the differentiated pay plan elements or additional roles/responsibilities outlined in the plan.

Carroll County Schools

Exemplary Attendance Award Program

The exemplary attendance award program allows certified employees of the Carroll County School System to earn a bonus through exemplary attendance. Eligible employees will receive a share of the total funds appropriated for this program. A total of \$5133 has been budgeted for this program. The amount of each individual share will be dependent upon the number of certified employees that meet the criteria for this award. The maximum amount of a share will be limited to \$600.

The exemplary attendance award may be earned by meeting any one of the following criteria.

1. The certified employee does not miss more than two days in the first semester of the school year.
2. The certified employee does not miss more than two days in the second semester of the school year.
3. The certified employee does not miss more than five days during the entire school year.

To be eligible for the award, a Carroll County certified employee must not miss more than five days for the entire school year.

Three tardies will be counted as one absence in relationship to the Carroll County Exemplary Attendance Award Program.

2. Include a description of how the district engaged teachers or other stakeholders in the development of the differentiated pay plan.

The Director of Schools had multiple group meetings with building level administrators from each school in the Carroll County System. Each of these building level administrators met with groups of teachers at his/her school to collaborate and seek input toward a differentiated pay plan. The shared concepts from individual schools were then compiled at the district level, and decisions were made based on that information. Input from all stakeholders was considered and various differentiated pay elements were considered. Due to the lack of funding, some elements had to be withdrawn from consideration at this time.

3. Does the district plan to expand or grow its differentiated pay plan in future years? If so, what types of changes or expansions are you considering to your differentiated pay plan or salary schedule?

The growth of the Carroll County School District's differentiated pay plan will be dependent upon the future funding received at both the state and local levels.

